

DIRECTOR, TELECOMMUNICATIONS ADVISORY TEAM (TAT)
(AFGHANISTAN), SENIOR EXECUTIVE SERVICE (SES)

I. INTRODUCTION:

The position functions in Afghanistan as Director for the Telecommunications Advisory Team (TAT), Operations Directorate (GO), and Defense Information Systems Agency (DISA). It is located in the International Security Assistance Forces (ISAF) Headquarters at Kabul, Afghanistan. ISAF is being renamed as the Resolute Support Mission. The TAT provides direct customer support to ISAF and the Ministry of Communications and Information Technology (MCIT). It provides general support to the DCOS- Outreach and Engagement, Ministerial Advisory Group-None Security Ministries (MAG/NS) (Formally called DCOS-Stability (STAB)) and the CJ6 / USFOR-A J6. Its primary function is for transforming the Information and Communication Technology (ICT) in support of the business stabilization mission while encouraging strategic economic growth within Afghanistan. The major organizations within Afghanistan lack basic commercial infrastructure support and present complex demands to provide support and services. Support is complicated by the unique character of the host nation based on their economic, cultural, and political climate; and by changing international relationships which results in changes to locations of major U.S. forces installations and missions in Afghanistan.

II. MAJOR DUTIES:

This executive is charged with the responsibility of the development, oversight, evaluation, and innovation of a range of ICT integration initiatives within ISAF and the Afghan ICT sector, specifically as they relate to the HQ ISAF Outreach and Engagement, Ministerial Advisory Group mission and the priorities of the Minister of Communications and Information Technology (MCIT).

A. (85%) Serves as the TAT Director with supervisory responsibility for assigned staff members. Articulates the TAT mission, vision, values, and ensures the organization incorporates them into their goals and objectives, as they develop work plans to support the business stabilization mission. Leads strategic change that enables modernization of the Afghan ICT infrastructure and IT services. Enables cross-sector reconstruction in areas such as governance, education, healthcare, economic recovery, and helps develop strategic trust relationships with Afghanistan ICT counterparts. Establishes an organizational vision and implements it in a continuously changing environment. Meets organizational goals and customer expectations with an ability to make decisions that produce high-quality results. Applies technical knowledge, analyzes problems, and calculates risks. Builds strong coalitions with GIROA (Government of the Islamic Republic of Afghanistan) Ministries, private industry (Afghan and other), Department of State (DoS), United States Agency for International Development (USAID), Department of Commerce (DoC), other civilian elements, Provincial Reconstruction Teams (PRTs), NATO Training Mission – Afghanistan (NTM-A), subordinate elements of United States

Forces – Afghanistan (USFOR-A), ISAF, United Nations, World Bank, regional and community stakeholders, and commercial enterprises in all phases of requirement definition, planning, and execution of successful ICT strategies. Provides leadership in the ICT arena and represents the HQ ISAF Outreach and Engagement, MAG/NS for ICT integration and the Embassy ICT Telecom Working Group. Provides leadership, guidance, information, recommendations, and advice to the TAT staff concerning all aspects of ICT programs and initiatives. Provides executive level assistance to the HQ ISAF Outreach and Engagement, MAG/NS prioritize ICT efforts to encourage economic growth in support of business stabilization efforts.

B. (10%) Prepares official correspondence and conducts senior executive briefings and presentations.

C. (5%) Performs other duties as assigned.

III. FACTORS:

Factor 1 – Knowledge Required by the Position:

Must have a broad technical expertise and systems integration knowledge of various ICT technologies in strategic and rapid deployment telecommunications, multi-tiered routing and switching, Wide Area Network (WAN) and Local Area Network (LAN) switching, spectrum management and Host Nation Approval/Landing Rights regulations, satellite access and gateway provisioning, commercial services leasing, fiber and metallic distribution, computer network in-depth defense, information assurance practices and technologies, inter-network multiplex, complex network and user group routing and switching configuration, and sustainment logistics to modernize the Afghanistan ICT infrastructure and services to enable cross-sector reconstruction in areas such as governance, education, healthcare, and economic recovery. Must have current knowledge of the full spectrum of commercially available and emerging information technologies for communications, automation, and security. Possess written and oral communications skills to clearly, confidently, and persuasively present complex and only partially defined technical matters to audiences ranging from experts to laypersons at the highest levels of the DoD community.

Factor 2 – Supervisory Controls:

Work is predominantly self-initiated. Within broad policy guidance the executive is expected to exercise independent judgment, initiative, and resolution. Supervisory controls are defined in terms of DoD and agency objectives, policy discussions with HQ ISAF Outreach and Engagement, MAG/NS and from the Director, DISA and higher echelons. This executive independently formulates plans and executes responsibilities under administrative program direction. Technical decisions are accepted as authoritative and the work is evaluated by the HQ ISAF Outreach and Engagement, MAG/NS and DISA and will be based on the executive's actions and the extent that goals and

objectives are met. The executive shall represent the HQ ISAF Outreach and Engagement, MAG/NS and DISA as required.

Factor 3 – Guidelines:

The focus of duties lies in multi-national, inter-United States Government (USG), inter-DoD, and industry-provided ICT integration, where guidelines and procedures are: nonspecific, ambiguously defined, conflicting, and subject to very different interpretation with no single governing authority. Development and oversight of the evaluation of and innovation in the range of ICT integration initiatives within ISAF, specifically as they relate to the HQ ISAF Outreach and Engagement, MAG/NS business stabilization mission requires prudent judgment, coercive persuasion, and self initiative to establish acceptable leadership between disparate responsible government and commercial organizational boundaries with far reaching implications that affect multiple programs and require trade-offs in ICT implementations. In order to expedite implementations, expert leadership is the most commonly used method to formulate inter-organizational consensus on ICT provisions. Adjusts policies and processes to achieve more rapid change. Keeps all parties and stakeholders informed.

Factor 4 – Complexity:

This position requires not only education, but vast experience in the telecommunications and government related business areas. This executive must be able to address all ICT programs at a moments notice with the knowledge and authority that goes unquestioned. DISA requires extensive experience and expertise in the integration of ICT for the DoD and Afghanistan community. DISA requires these skills in a single executive who is empowered to transform the processes and introduce technology and lead the improvement in telecommunications for efficiency and effectiveness.

Factor 5 – Scope and Effect:

The HQ ISAF Outreach and Engagement, MAG/NS is transforming the ICT in support of its business stabilization mission to encourage strategic economic growth within Afghanistan. This transition requires the expertise, leadership, and commitment provided by a HQE. The ICT sector in Afghanistan has endured many challenges and its continued success requires expert leadership to assist ISAF plan for the reconstruction and growth of Afghanistan public and private sector ICT infrastructure.

Factor 6 – Personal Contacts:

Requires daily contacts with high level officials and senior technical contacts with a host of USG and other partners: DoS, USAID, and other civilian elements, PRTs, NTM-A, subordinate elements of USFOR-A, ISAF, Afghan Ministries, United Nations, World Bank, regional and community stakeholders, and commercial enterprises. Primary

contacts are general officers, and senior executives from ISAF, DISA, State Department, and other.

Factor 7 – Purpose of Contacts:

Provide coordination in all phases of requirement definition, planning, execution, and advising for the Afghanistan ICT sector. Participate in planning conferences, meetings, or briefings concerning problems or issues of critical and time sensitive importance that directly impact MCIT, ISAF, or DISA's responsiveness to the highest priority needs (DoD, State, or other). Meetings are typically ad hoc and consist of membership from USG and other partners spanning differing functional areas of interests with indirect command and control lines and relationships which are subject to convene and dismiss outside normal duty hours or on weekends. The purpose of these contacts is to synchronize on-going work efforts, resolve conflicts involving significant and controversial problems, understanding of initiatives at hand, develop revised plans based on feedback and progress, and to identify unresolved issues that require immediate follow-up action.

Factor 8 – Physical Demands

The work is physically sedentary in nature and demands walking, standing, bending, or carrying medium weighted items. Travel to customer sites and distant conferences are common and expected. During travel to off-base locations in Afghanistan, DoD issued Personal Protection Equipment (PPE) must be worn, weighing approximately 45 to 60 lbs. Incumbent must be qualified on, and carry a Government issued weapon, normally a Beretta M9, for the purpose of self and immediate team defense. Incumbent must be able to walk, climb stairs, enter and exit vehicles, carry medium weighted objects short distances, and run short distances up to ¼ mile in under-developed or urban terrain. Accommodations for physical handicaps are not available and are not required by host nation laws.

Factor 9 – Work Environment:

Work is primarily performed in an office environment. Frequent local travel to off base (Afghan) locations is required. Incumbent must be prepared to drive up-armored commercial type vehicles (Armored Ford Expedition or equivalent) in an Afghan environment, wear PPE during travel, and depending on threat level at Afghan engagement locations, be prepared to employ a government issued weapon for self defense of the incumbent, other ATAT members, or any other Coalition personnel or sensitive equipment. Travel to and from off base locations can be hazardous depending on both enemy activity and the lack of local compliance with traffic laws and regulations.